



Eddie Baza Calvo
Governor
Ray Tenorio
Lieutenant Governor

GOVERNMENT OF GUÁHAN
(GUBETNAMENTON GUÁHAN)

DEPARTMENT OF ADMINISTRATION
(DIPATTAMENTON ATMENESTRASION)

DIRECTOR'S OFFICE
(Ufisinan Direktot)
Post Office Box 884 * Hagåtña, Guam 96932
TEL: (671) 475-1101/1250 * FAX: (671) 477-6788



Benita A. Manglona
Director
Anthony C. Blaz
Deputy Director

2/18/14

DEPARTMENT OF ADMINISTRATION CIRCULAR NO. 2014-014

To: All Employees

From: Director, Department of Administration

Subject: Implementation
RE: The Guam Competitive Wage Act of 2014

Buenas yan Hafa Adai! The wait is no longer and the results of the Government-wide Position Classification, Compensation and Benefits study conducted in 2009 was implemented as the Guam Competitive Wage Act of 2014 pursuant to the provisions of Section 2, Chapter XI, Miscellaneous Provisions of Public Law 32-068 effective January 26, 2014 as evidenced by the pay checks received on February 14, 2014.

The Human Resources Division prepared slotting information for all employees consistent with newly developed policies and procedures for the following pay plans:

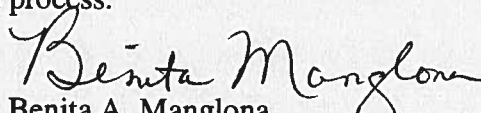
- General Pay Plan
- Nurse Pay Plan
- Educator Pay Plan
- Attorney Pay Plan
- Executive Pay Plan

The slotting information includes your current pay grade and step and the pay grade and step or salary you were slotted or placed at under the new pay plans. Incumbent employees under the General Pay Plan will be fully transitioned into the plan upon availability of funds. Please note that no employee shall lose pay upon implementation. Administrative/Personnel staff of your respective departments and agencies will be provided the slotting information to be disseminated soon of which will identify details of your slotting. The pay plans to include the positions covered under each pay plan, and the implementation policies and procedures will be made available on the Human Resources Division website for your review at www.hr.doa.guam or you may obtain or view a copy made available by your respective departments and agencies.

In addition, a Request for Review Process is being finalized and will begin shortly after implementation. This process is being afforded to management and employees who wish to have the job evaluation and corresponding pay grades of their respective positions reviewed once again to ensure that information provided for purposes of the study conducted in 2009 was appropriately considered and evaluated. Further details regarding this matter will be

disseminated in the coming weeks. Orientations with your respective Administrative/Personnel staff will be conducted to assist in the fluid processing of this component of the study.

Should you have any questions regarding this historical event, you may contact Mr. Shane G. L. Ngata, Human Resources Manager, Mrs. Rose A. N. Cruz, Assistant Human Resources Manager or Mr. Francis N. Flisco, Personnel Specialist IV at 475-1288/1132/1174 or via email at shane.ngata@doa.guam.gov, rose.cruz@doa.guam.gov, or francis.flisco@doa.guam.gov. *Un Dangkolo na agradesimiento* for your continued patience, understanding and cooperation throughout this pre and post implementation process.


Benita A. Manglona